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MISSIONARY SUPPORT POLICIES

AND

BASIC ALLOWANCES

A Survey Based on Information Received from Twenty-one Boards and Agencies

Division of Overseas Ministries
National Council of Churches
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March, 1965

PURPOSE OF SURVEY

This survey began with replies to a request sent to participating boards in the Division of Overseas Ministries asking for their "statement of policy" on the support of missionaries. Under "Principles on Which Salaries Are Based", on the white "spread sheets", we have listed these replies in abbreviated form. On the same sheets, we have added lines showing the basic structure of allowances and provisions.

On an additional sheet, base salaries and allowances are given in dollars to provide a comparison.

The policies of the Seventh-Day Adventists are different enough from other agencies to seem of special interest and are summarized separately.

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SUMMARY

MISSIONARY SUPPORT PRINCIPLES AND STRUCTURE

I. Boards tend to state that salaries are set to "meet basic needs" and "make possible effective service" or as seeking to provide the "adjusted" equivalent of U.S. ministers of the same denomination.

II. There is a general use of a base salary which is adjusted in each country according to the "Cost of Living". The "Cost of Living" Index is usually that developed by the State Department, and is secured through either the National Foreign Trade Council or the Industrial Relations Council, although other indices are used.

III. The following allowances are usually added to salaries:
   A. Children (includes educational)
   B. Outfit and refit

IV. Usually there are provisions for:
   A. Medical expenses
   B. Income taxes on the field (In some cases, only where larger than U.S. equivalent)
   C. Housing
   D. Pension premiums in part or in full (More often in full)

V. Base salaries vary from $ 1932.00 to $ 4200.00. The average is $ 3066.00. Several boards stated that there is a salary increase on a basis of service and/or age.

VI. Children's allowances are usually increased in two or three stages, ranging from ten percent to twenty percent of the base salary plus the Cost of Living increase. Special provisions are often made for young people in college.

VII. This survey is not exhaustive. Additional provisions may include such things as freight allowances, vacation allowances, cars, furniture, etc., which are not included in these statistics.

MISSIONARY SALARY PRINCIPLES AND STRUCTURE

CHURCH OR BOARD	PRINCIPLES ON WHICH SALARIES ARE BASED	COST OF LIVING	INDEX USED	ALLOWANCES					
				CHILDREN	OUTFIT & REFIT	MEDICAL	INCOME TAX	HOUSE OR RENT	PENSION PROVISION
SEVENTH-DAY ADVENTIST	Local wage scale plus bonus	Y	Set by committee		Y	Y		Y	
AMERICAN BAPTIST	Reasonable standard of living	Y	U.N. Food Index	Y	Y	Y	Y	Y	Y
CHURCH OF THE BRETHREN	Health and reasonable comfort	N		Y	Y	Y	N	Y	Y
CHURCH OF GOD	Guided by salaries of other boards	Y	N.F.T.C.	Y	Y	Y	N	Y	Y
CHURCH WORLD SERVICE	Adequate compensation for continuing needs	Y	N.F.T.C.	Y	Y	Y	Y	Y	Y
CONGO INLAND MISSION	Set according to needs on field	N		Y	Y	Y	N	Y	Y
EPISCOPAL CHURCH	To provide simple living in safety and health	Y	N.F.T.C.	Y	Y	Y	S	Y	Y
EVANGELICAL COVENANT	To meet minimal needs	Y	Bank or gov't.	Y	Y	Y	N	Y	Y
EVAN'L. UNITED BRETHREN	Equivalent salary of E.U.B.pastor in North America	Y	State Department	*	Y	Y	Y	Y	
AMERICAN FRIENDS	To provide a comfortable living			Y				Y	Y
FRIENDS WORK IN JAPAN	On subsistence basis	N		Y	N	Y	Y	N	Y
LUTHERAN IN AMERICA	To provide good health for effective service	Y	I.R.C.	Y	Y	Y	S	Y	Y
AMERICAN LUTHERAN	Needs of health & well-being; "accepted standards"	Y	N.F.T.C.	Y	Y	Y	Y	Y	Y
LUTHERAN - MO. SYNOD	Equivalent of Lutheran minister's salary in U.S.	Y	State Department	Y		Y		Y	Y
MENNONITE	Adequate support; sensitive to gap with nationals	Y	Advice from field	Y	Y	Y	Y	Y	Y

MISSIONARY SALARY PRINCIPLES AND STRUCTURE (Con't.)

CHURCH OR BOARD	PRINCIPLES ON WHICH SALARIES ARE BASED	COST OF LIVING	INDEX USED	ALLOWANCES & PROVISIONS					
				CHILDREN	OUTFIT & REFIT	MEDICAL	INCOME TAX	HOUSE OR RENT	PENSION
METHODIST	Adequate salary for basic needs with miximum security	Y	N.F.T.C.	Y	Y	Y	S	Y	Y
MORAVIAN	Essential needs and freedom from financial anxiety	Y	Advice from field	Y	Y	Y	Y	Y	Y
UNITED PRESBYTERIAN-USA	Adjusted equivalent of U.P. pastor in U.S.	Y	N.F.T.C.	Y	Y	Y	Y	Y	Y
PRESBYTERIAN IN U.S.	To enable missionaries to work efficiently	Y	Advice from field	Y	Y	Y	Y	Y	Y
REFORMED CHURCH	Adjusted equivalent of R.C. minister in U.S.	Y	State Department	Y	Y	Y	Y	Y	Y
UNITED CHRISTIAN M. S.	Salaries of other boards and conditions on field	Y	Washington Index	Y	Y	Y	Y	Y	Y
UNITED CHURCH	Adjusted equivalent of U.C. minister in U.S.	Y	N.F.T.C.	Y	Y	Y	Y	Y	Y

KEY: Y: Yes N: No S: When in excess of U.S. equivalent
N.F.T.C.: National Foreign Trade Council Index
I.R.C. : Industrial Relations Council Index
"Cost of Living": Y (Yes) indicates that field salaries are adjusted to Cost of Living in the country.

Note: Some boards indicate that the Cost of Living Index figures are used in combination with other information in determining field salaries.

* Educational allowances provided

BASIC SALARIES AND CHILDREN'S ALLOWANCES

CHURCH OR BOARD	BASIC SALARY $	ANNUAL BASIC SALARY INCREASE FOR LENGTH OF SERVICE OR AGE	CHILDREN'S ALLOWANCES STAGE I Age to	$	STAGE II Age to	$	STAGE III Age to	$	COLLEGE ALLOWANCES
AMERICAN BAPTIST	2400	After 15 yr. $ 96.00	-6	324+	-12	402+	-19	504+	$ 800 + Cost of Living Allowance
CHURCH OF THE BRETHREN		Each 5 yr. $150.00	-5	200	-10	375	-18	450	$ 600
CHURCH OF GOD	1200	Each 5 yr. $ 60.00	-5	156	- 9	216	-15	240*	
CHURCH WORLD SERVICE	3600	Being considered	-12	700	-18	900			$1100
CONGO INLAND MISSION	2400	None	-6	200	-12	300	-18	450	$ 450
EPISCOPAL CHURCH	3600	Each 3 yr. $200.**	-5	204	-10	360	-14	552*	$ 708 + 75% Tuition
EVANGELICAL COVENANT		Each 5 yr. $120.00	-21	350					Tuition + Room
EVAN'L. UNITED BRETHREN	4200	Each 5 yr. 3%							$ 750
AMERICAN FRIENDS	2598	After 1 yr. $237.00	-10	216	-18	315			$ 375
FRIENDS WORK IN JAPAN	1932	None	-6	966					
LUTHERAN IN AMERICA	3200	Each 5 yr. $ 60.00	-5	300	-11	450	-18	600	$1000
AMERICAN LUTHERAN	3000	None	-6	150	-12	200	-17	250	$ 900 or 50%
MENNONITE	2000	Each 5 yr. $120.00	-6	10%	-12	15%	-18	20%	Tuition
METHODIST	3200	Each 5 yr. $150.00	-6	10%	-14	15%	-21	20%	$1200
MORAVIAN		Each 5 yr. $180.00	-12	240	-18	420			$ 500
UNITED PRESBYTERIAN- USA	3516		-5	10%	-11	12%	-17	18%	$1000
PRESBYTERIAN IN THE U.S.	4050	None	-10	360	-21	450			$ 700 + Allowance
REFORMED CHURCH	3450	None	-5	10%	-11	15%	-18	18%	$ 780
UNITED CHRISTIAN M.S.	3600		-8	10%	-13	15%	-17	20%	$1000

* Additional Stages: Episcopal - to age 18, $ 588: to age 22, $ 708 Church of God - to age 19, $ 300

**At 12 years, $ 4300 Percentages are of Basic Salary plus Cost of Living Allowance

SEVENTH-DAY ADVENTIST SUPPORT POLICIES

The Seventh-Day Adventists are a world missionary church in which workers from one part of the world serve in other parts of the world. Thus, they do not see themselves as an organization with missions in all the world, but as a church in which persons are called "from everywhere to everywhere". The following is a very brief summary of their policy on the support of "missionaries".

The World Conference of Seventh-Day Adventists is composed of ten divisions, including the Far Eastern Division, the Inter-American Division, etc. The Washington General Conference, which is the central organization, is responsible for apportioning the World Budget funds to these divisions annually. These apportionments supplement the division budgets and subsidiary budgets, which are secured from local income such as tithes and offerings.

When a worker is called to serve outside his homeland, the call always originates overseas and the calling organization undertakes from its budget to provide for the salary and other expenses of the worker. Such workers come under the general policies of the receiving church. The central organization recognizes the fact that such workers incur extra expenses and assumes responsibility for certain of these obligations. Under this policy, the central organization provides for: 1) transportation 2) outfit 3) furlough costs 4) rehabilitation 5) rent 6) medical expenses 7) pension 8) children's and educational expenses 9) and may make additional provision to enable overseas workers to meet homeland financial obligations.

Seventh-Day Adventists use a Cost of Living Index for each area, which is devised by the area committee (made up of Division Officers and General Conference representatives) and it is based on Bureau of Labor and government indices. Workers transferred to other countries are paid at the regular wage scale for the country, plus a bonus which is based on the Cost of Living Index and other circumstances. This bonus is paid as an integral part of the worker's salary.

Because of the unique procedure involved in the operation of the organization, there is no base salary in dollars. In North America, an ordained minister's salary maximum per week is $ 89.25. There is no regularly scheduled increase for length of service or age. A worker will usually reach the maximum salary for his category in about ten years of service.

Area divisions have devised varied forms of children's allowances, which in some places may be a flat figure in local currency, in others may be a percentage of educational costs, and in still others, some combination of the two. The educational allowance currently paid in North America to children of furloughing missionaries is $ 300.00. Children's allowances elsewhere do not exceed the equivalent of $ 100.00 (U.S.) per annum in local currency at fixed rate of exchange. However, in addition to these allowances, various scholarship grants are also offered.